



matrix pharma
corp

BOARD DIVERSITY POLICY

Effective Date: 14 May 2025

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| Policy Name | Board Diversity Policy |
| Last Update On | -- |
| Version Approved by | The Board of Directors of Matrix Pharmacorp Private Limited |
| Effective Date | 14 May 2025 |

1. Policy

This Policy sets out the principles to create a balanced, dynamic, and inclusive leadership team that enhances decision-making, promotes corporate governance, and contributes to the long-term sustainability of the company.

2. Scope

This policy applies to the Board of Directors and aims to ensure diversity in terms of:

Gender: Ensuring adequate representation of women in leadership roles.

Nationality: Encouraging representation of directors from varied national backgrounds to enhance global perspective and inclusivity.

Cultural and Geographical Background: Incorporating directors with diverse regional and international experience.

Professional Experience and Skills: Appointing individuals from diverse expertise such as finance, law, information technology, risk, pharmaceuticals and sustainability.

3. Board Composition & Selection

The company aims to maintain a Board that reflects diverse skills, experiences, and perspectives, aligned with the strategic needs of the organization. The selection of Board members shall be based on merit, with a conscious effort to incorporate diversity. The composition of the Board shall:

- Reflect a broad spectrum of expertise to address the company's evolving needs.
- Avoid discrimination based on gender, age, religion, race, medical conditions, nationality, marital status, or any other personal attribute that does not impact an individual's ability to perform as a Board member.

To achieve the objectives of this policy, the company shall:

- Continuously assess the diverse mix of the Board and identify gaps that need to be addressed.
- Ensure the selection process is inclusive and considers a wide range of candidates from different backgrounds.
- Establish key diversity metrics and track progress over time.
- Align board composition with the company's long-term strategic vision, including ESG goals.

4. Review & Amendments

This policy shall be periodically reviewed to ensure its effectiveness and alignment with regulatory requirements and best-in-class corporate governance practices. Amendments, if any, shall be recommended to the Board for approval.
